

municipal training consortium in which Wellesley participates welcomed the Town of Sudbury, which joined the group subsequent this year. This year the Group sponsored a well-received seminar that taught supervisors to identify employee problems early and respond appropriately.

### **Recruitment and Affirmative Action**

Recruiting activity was up slightly in FY 05 compared to the previous year. During FY 05, the Human Resources office assisted Town departments in recruiting and filling 70 positions. Of those positions, 38 were filled by external candidates, 29 were filled by internal candidates, and three were withdrawn. The Department continues to build awareness of, and work with Town departments toward achieving, the voluntary goals established in the Town's Affirmative Action Plan. To that end, the Department places employment advertisements and sends notices of vacancies to minority and female advocacy organizations. The Human Resources Department also screens applications and assists departments both in conducting interviews and conducting background and reference checks on prospective new hires.

### **Board and Staff Changes**

The Board met 11 times during FY 05. Board member Don DeAmicis agreed to accept a one-year appointment following the expiration of his three-year term and served as Chairman. Mary Pilecki was appointed to a three-year term commencing in FY 06. The part-time (0.6 FTE) position of Human Resources Generalist was filled by Paula Grace O'Connell, who joined full-time staff HR Director Susan Adler, HR Generalist Cheryl Daebritz and Administrative Assistant Lynne Fuchs.

Respectfully submitted,

### **HUMAN RESOURCES BOARD**

Josiah Black, Chairman  
Walter Snickenberger, Vice Chairman  
Mary Pilecki, Secretary

John Veryzer  
Stephanie Wasser

## **REPORT OF WELLESLEY YOUTH COMMISSION**

### **About the Youth Commission**

The Wellesley Youth Commission provides programs and services designed to ensure that Wellesley's youth feel they are a valued part of the Wellesley community. By providing a wide variety of community-based [events](#), [programs and services](#), the Youth Commission strives to appeal to and meet the needs of a broad spectrum of middle school and high school

age youth. Programs range from psycho-educational discussion groups and service learning opportunities to social/recreational activities.

The mission of the Wellesley Youth Commission is to ensure that Wellesley's youth feel connected to their community by:

- assessing their needs and concerns;
- advocating on their behalf before town boards, schools and other relevant bodies;
- implementing and promoting educational and extracurricular programs that address and serve their needs;
- promoting a positive image of adolescents within the community by creating opportunities for them to interact with other segments of town;
- availing them of opportunities to use their talents and competencies to serve others;
- advocating for the existence of facilities in which they may interact with one another in a safe and positive social environment and;
- including them in the decision-making process of the Youth Commission.

Youth Commission board members for Fiscal Year 2005 were: Chair: Jill Downing, Members: Jane Davidson, Lieutenant Paul Delaney, Pat Piper-Smyer, Officer Brian Spencer, Dan Vogel, and Fran Whyman. The Youth Commission's professional staff consists of a Youth Director, Maura Renzella. The Youth Director's office is located at the Wellesley Community Center, 219 Washington Street.

### **Programs and Services**

#### **Programs offered by the Youth Commission in fiscal year 2005 included:**

**Wellesley Youth Council** is the advising youth group to the Youth Commission, made up of elected private and public school youth of Wellesley. The Youth Council provides leadership opportunities for youth within the town, and enables youth to voice their opinions on town activities and events. The mission of the Youth Council is: Help make Wellesley fun for Youth.

**Harm reduction programs for Wellesley Public Schools for 6<sup>th</sup>, 8<sup>th</sup>, and 10<sup>th</sup> grade students** are various programs offered through the Health and Fitness courses at Wellesley Middle and High Schools. Internet safety is covered in the 6<sup>th</sup> grade, an introduction to the consequences of underage drinking is covered in the 8<sup>th</sup> grade, and followed up again in the 10<sup>th</sup> grade with a more intensive discussion on how to make healthy choices and direct and indirect consequences regarding underage drinking. All programs are in collaboration with both the Wellesley Police and Fire Departments.

**Wellesley Employment Program** is a program managed by the Wellesley Youth Commission, which provides youth, businesses, and residents a point of contact for connecting employment opportunities with in the community.

**Students Against Destructive Decisions (SADD)** is a Wellesley High School club co-advised by the Wellesley Youth Director and the WHS Outreach Counselor from Human Relations Service Inc. SADD focuses on raising awareness within the WHS community on issues such as alcohol and drug use, seatbelt safety, and the consequences of drinking and driving, SADD supports students who choose not to make destructive decisions.

**Wellesley Fire Rescuers Summer Program** is an educational and service learning-based summer program for middle school age youth collaboratively managed by the Wellesley Youth Commission and the Wellesley Fire Department. Participants find out about careers in fire and public safety and learning basic components of first aid and fire prevention. In addition, the program strives to foster positive relationships between fire service personnel and local youth.

**Wellesley Youth Academy** is an educational and learning-based summer program for middle school age youth collaboratively managed by the Wellesley Youth Commission and the Wellesley Police Department. Participants spend a week with Wellesley police personnel where they gain a valuable perspective on the importance of law enforcement with-in their community. While learning about law enforcement careers, Academy attendees will also get to know local police officers.

**On-going Parent discussion group** is a monthly group offered to parents of Wellesley youth interested in discussing hot topics facing their children. Discussion topics are proposed by parents and discussed in two parts, first in a brief informational format followed by open and supportive discussion with other parents. The on-going parent discussion group is co-advised by the Wellesley Youth Director and the WHS Outreach Counselor from Human Relations Service Inc.

## **REPORT OF THE CONTRIBUTORY RETIREMENT BOARD**

This report covers the activities of this Board for the twelve-month period ending June 30, 2005. The financial records of the System are on a calendar year basis, so that all statements in this report are as of December 31, 2004.

The Board employs Mercer Investment Consulting to monitor the investment performance of all funds held by the Board and Mellon Human Resources and Investor Solutions to perform actuarial services for the System. It continues to employ Standish Mellon Asset Management as an investment advisor and it also employs State Street Global Advisors, William Blair & Company, and the Pension Reserves Investment Management Board to manage a portion of the equity investments of the System.

The Division of Public Employee Retirement Administration Commission of the Commonwealth has oversight responsibility for the 106 public retirement systems subject to the laws of the Commonwealth. Their report on the investment performance of those systems, issued as of December 31, 2004, shows that the Wellesley System had an annualized rate of return of 12.63 for 2004 and 12.15 for the nineteen-year period that they have measured performance.

The Board engaged Mellon Human Resources and Investor Solutions to prepare an actuarial study of the System as of January 1, 2004. The assumptions used included an investment return of 7 percent, salary increases at the rate of 4 percent per year and inflation at the rate of 3 percent. Shown below is the unfunded actuarial liability of the Plan as of 1/1/04, 1/1/03 and 1/1/01.